

CONTRACT PROPOSAL SUMMARY

Suspension Time and Processing of Grievances:

- 6 days or more can request review by Superintendent (8.5)
- 5 days or less is eligible for abeyance (if discipline history remains clear for 12 months, suspension time is waived) (8.5A)
- Separation recommendations of the Superintendent are eligible to file grievance (9.1)
- Panel of arbitrators established to work, monthly, under an expedited process to streamline the processing of grievances (9.3.D)

Promotions

- Codifies the provisions of the 'Shakman Decree' (12)
- Same Day testing and grading (12)
- Detective promotions restricted to 16% merit (12)

Monetary Issues

- Salary increases are sought as follows: (26.1)

July 1, 2007	4%
January 1, 2008	5%
January 1, 2009	5%
January 1, 2010	5%
January 1, 2011	5%
- Lodge Officers to be paid by City of Chicago (17.2)
- Members may cash-in up to 200 hours of accumulated compensatory time annually (20.2)
- Uniform allowance is \$2000 in 2008 and 2009; \$2200 in 2010 and 2011 (21.13)
- Duty Availability \$3120 in 2008 and 2009; and \$3320 in 2010 and 2011 (20.13)
- Physical Fitness award becomes \$500 in 2007; \$650, in 2008; \$750 in 2009, \$800 in 2010 and \$850 in 2011. (Letters and MOU)
- Funds shall be appropriated annually in an amount equal to 110% of the funds necessary the previous year to fully meet all educational reimbursement claims filed by Department members. (24. I.)
- Life insurance increased to equal the Step 10 Salary Level (\$78,006) (25.1)
- FTOs to receive D2A pay (25.1.C)
- FTOs to be given 45 minutes compensation per day (25.1.D)
- \$3000 per year Chicago living adjustment (26.6)
- Me too clause with Fire and with CPD Supervisory ranks (26.7)
- Court time adjusted to 3 hours minimum (20.5)
- Health Insurance contributions are maximized at a wage level at Step 7 of the scale (maximized at \$70,000 in 2007) (App G)

Medical Section Rules and Health Insurance

- Department limited to one home visit per day (18.11)
- Department to pay Health Insurance costs for those on disability (18.9)
- Members on the Medical Roll are permitted to leave their residence under certain circumstances. (18.11)
- The FSA (flexible spending account) shall include childcare expenses (25.2)
- Health insurance costs covered by the Department for those retiring at age 55 (25.2)

- Any discounts, refunds or rebates, from medical providers or pharmaceutical companies shall be shared on a substantially equal basis with the Member (25.2)
- The vision benefit similar to the Davis Plan shall apply to all covered employees/dependents (25.10)
- Retirees will be exempt from ambulances fees for services provided by the Chicago Fire Department (25.3)
- The Department is required to seek competitive bids for health insurance on a bi-annual basis, with the contract to be awarded to the lowest responsible bidder (25.5)
- Wellness benefits are increased to \$1200 per participant, extended to retirees, and pooled among family members, and applicable to additional testings and immunizations (25.6)
- Health insurance plans shall include speech therapy, self-inflicted wounds, orthodontia, orthotics, birth control pills, acts of war and terrorism health insurance. (25.7)
- Members who are using formulary drugs, shall have those prescriptions grandfathered should they be removed from the formulary during the term of the contract (App H)
- Unlimited Lifetime Maximum benefits (25.8)
- Retired officers participate in same plans as active (25.2)

Leave

- Furlough time is increased as follows: (29A.2)

1-5 YOS	20 Working Days
5-10 YOS	24 Working Days
10-15 YOS	25 Working Days
15 YOS +	30 Working Days
- Bereavement leave may be taken within seven days of the family members passing and does not include RDOs (19.1)
- Members will use accumulated compensatory time as they request (20.6A)

Work Schedules and Assignments

- Rapid Response cars in the 25 patrol districts will work a 10 hour shift (20.14)
- The Department will be allowed 20% management assignments on each Transfer of Personnel Order, the raw number of Management option transfers will not carryover or accumulate (23.8)
- All 25 patrol districts will be training districts for purposes of assigning FTOs (23.8)
- Airport Law Enforcement and Traffic/Detail Sections will be bid as all other biddable units (23.8)
- No more than 5% of the authorized strength of any unit named in Section 23.8 may be detailed out to another unit (23.11)
- Duty Trades amongst officers assigned to the same watch in the same district will be permitted as outlined in the agreement (20.6A)
- An additional watch relief bid job is opened on each watch in each of the 25 patrol districts (75 total positions) (MOU)
- Propose a new work schedule for all non-administrative personel which consists of a 6 ON / 3 OFF schedule (20.1.B)